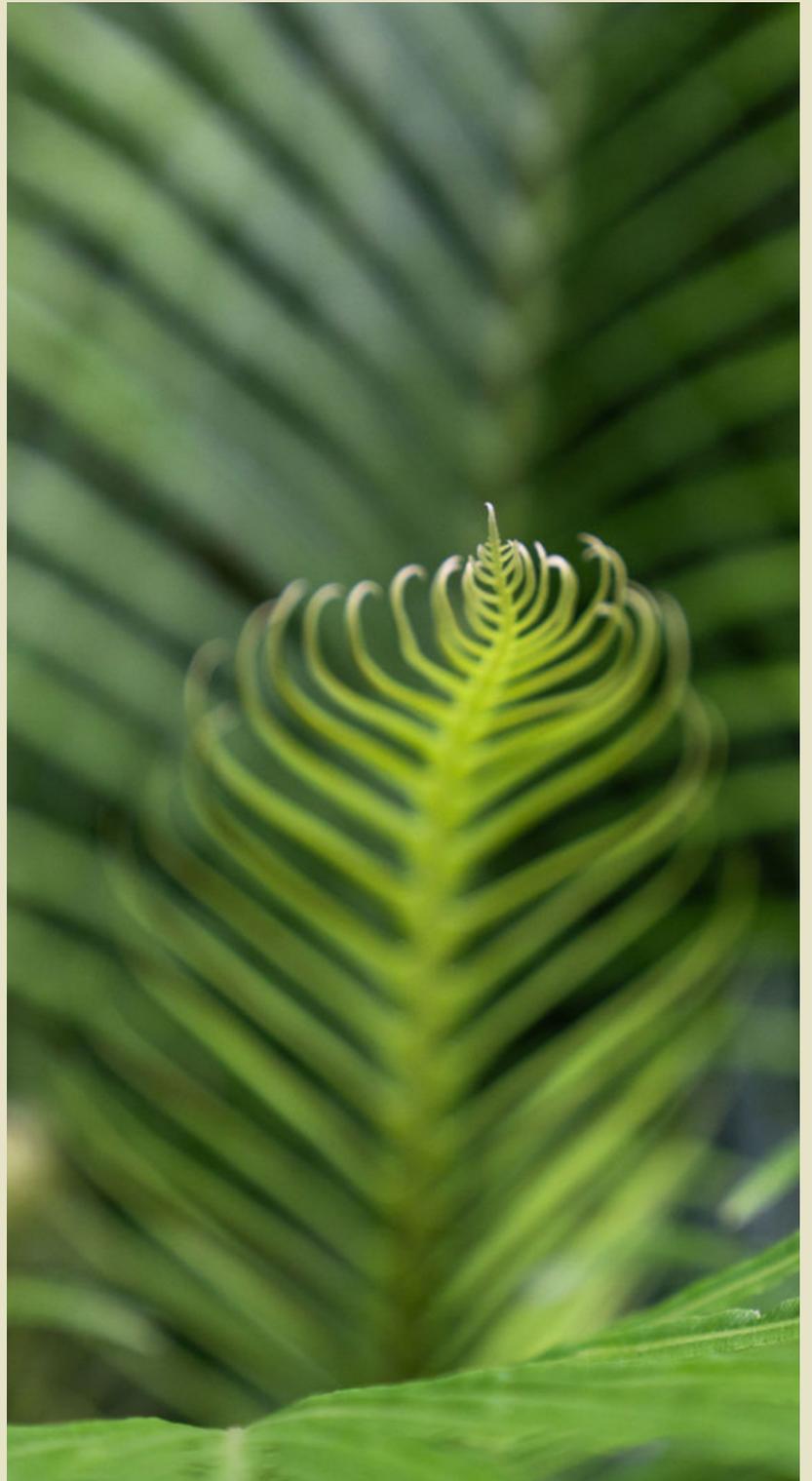


# RECONCILIATION ACTION PLAN

April 2022 - October 2023



## **STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA**

Reconciliation Australia welcomes Junglefy to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Junglefy joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Junglefy to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Junglefy, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## **REFLECT RECONCILIATION ACTION PLAN APRIL 2022 – OCTOBER 2023**

### **Our Business**

Junglefy are one of Australia's leading innovators in nature-based solutions, including green walls, green roofs and green facades. For over 12 years, we have been cultivating critical connections between people, places and plants to help communities thrive.

Our full-service team of technical, horticultural and construction experts bring the power of nature into the built environment to improve the health and wellbeing of people and enhance biodiversity and resilience.

Through our potent combination of science, technology and engineering, we have pioneered the Junglefy Breathing Wall™ – an active green wall system, scientifically proven to accelerate the removal of air pollutants, Volatile Organic Compounds (VOCs) and Particulate Matter (PM).

We employ over 40 staff and deliver projects in all major capital cities in Australia. Our head office is based in Sydney, NSW. We currently don't have any employees who identify as First Nations people.

### **Our RAP**

We are developing a RAP to build respectful relationships with local Aboriginal and Torres Strait Islander communities and foster opportunities in supplier diversity, Aboriginal and Torres Strait Islander recruitment and cultural learning. Our RAP Champion is our CEO, Suzie Barnett who will be responsible for driving internal engagement and awareness of our RAP.

We will implement this RAP by using the Reconciliation Australia Framework, including:

1. the establishment of a RAP working group;
2. create our organisation vision for reconciliation;
3. scope and reflect on how we can contribute to reconciliation;
4. improve relationships with Aboriginal and Torres Strait Islander peoples and relevant stakeholders;
5. build understanding of who, how, why and when to seek guidance and consultation;
6. train our team at all levels on our RAP as well as respectful language and cultural learning;
7. include initiatives into our overall business plan for future reconciliation goals;
8. make changes to policies or internal processes.

As a business we have been supportive of using suppliers and employing Aboriginal and Torres Strait Islander staff but this has not been integrated into our business planning, policies and goals. As a team we are respectful toward Aboriginal and Torres Strait Islander peoples, with Acknowledgement of Country in our public appearances and meetings, on our

emails to educate our team on what lands they work or live on and also in using plants that are native to Australia. We were involved in the world’s first native roof top farm with Yerrabingin and actively participated in events and initiatives that provided education to the local community on this First Nations project.

**Our partnerships/current activities**

Our engagement with reconciliation and Aboriginal and Torres Strait Islander peoples to date include:

- Using suppliers and employing Aboriginal and Torres Strait Islander staff.
- Verbal Acknowledgement of Country in our public appearances and meetings.
- Written Acknowledgement of Country on our email footers where staff document the land on which they work or live on.
- Written Acknowledgement of Country on our website and project case studies.
- Consulting with Aboriginal and Torres Strait Islander businesses on indigenous plants and maintenance practices

Partnering with Yerrabingin to deliver the worlds first native roof top farm and actively promoting and participating in events and initiatives that provided education to the local community on this project.

**Our partnerships/current activities**



Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	September 2022	Operational Delivery Manager
	<ul style="list-style-type: none"> <li>• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	December 2022	Operational Delivery Manager

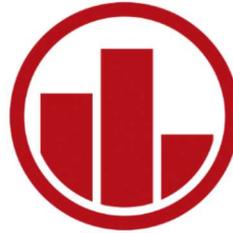
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2022 and 2023	Office Manager
	<ul style="list-style-type: none"> <li>• RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May- 3 June, 2022 and 2023	Marketing Manager
	<ul style="list-style-type: none"> <li>• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May- 3 June, 2022 and 2023	Marketing Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>• Communicate our commitment to reconciliation to all staff.</li> </ul>	May 2022	CEO
	<ul style="list-style-type: none"> <li>• Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	September 2022	R&D Manager
	<ul style="list-style-type: none"> <li>• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	September 2022	Marketing Manager
	<ul style="list-style-type: none"> <li>• Develop a vision for reconciliation to guide future reconciliation initiatives <a href="#">using Reconciliation Australia's guidelines.</a></li> </ul>	September 2023	Marketing Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>• Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	September 2022	Finance Manager
	<ul style="list-style-type: none"> <li>• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	December 2022	Finance Manager



Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	March 2023	CEO
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	June 2023	CEO
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	June 2023	Operational Delivery Manager
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Include in onboarding presentations and materials.</li> </ul>	June 2022	CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	End June - 10 July 2022 and 2023	Admin Manager
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	June 2022 and 2023	Admin Manager
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	3-10 July, 2022 and 2023	Admin Manager



Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	June 2023	Operational Delivery Manager
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	June 2023	Operational Delivery Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	June 2023	R&D Manager
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership <a href="https://supplnation.org.au/membership-fees/">https://supplnation.org.au/membership-fees/</a></li> </ul>	June 2023	CEO



Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> </ul>	April 2022	CEO
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	May 2022	Marketing Manager
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	November 2023	CEO
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	April 2022	CEO
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	May 2022	CEO
	<ul style="list-style-type: none"> <li>Appoint a senior leader to champion our RAP internally.</li> </ul>	May 2022	CEO
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments (Balanced Scorecard)</li> </ul>	May 2022	CEO
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.</li> </ul>	June 2022, 2023 and annually	Admin Manager
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	1 August 2022, 2023 and annually	Admin Manager
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September 2022, 2023 and annually	CEO

13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"><li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li></ul>	July 2023	Admin Manager
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